



Programme



IAAEU
Institute for Labour Law
and Industrial Relations
in the European Union

Workshop on Labour Economics 2026
Institute for Labour Law and Industrial Relations in the European Union | Trier University

As of 11.03.2026

Workshop on Labour Economics 2026

March 26th – 27th, 2026

Venue:

Institute for Labour Law and Industrial Relations in
the European Union (IAAEU)
Trier University, Campus II
Behringstraße 21
54296 Trier

Welcome to the Institute for Labour Law and Industrial Relations in the European Union

The Institute for Labour Law and Industrial Relations in the European Union (IAAEU) was established as a public foundation in 1983 and is funded by the state government of Rhineland-Palatinate. While being a public foundation, the IAAEU is also a research institute of Trier University and is situated in the heart of the Petrisberg Technology Park on Campus II. The IAAEU comprises two working groups of which one engages in research in the area of European labour law (Legal Team) and one engages in the theoretical and empirical analysis of personnel and labour economic issues (Economics Team). Since January 2012 Laszlo Goerke is one of the directors of the IAAEU and head of the Chair of Personnel Economics at Trier University.

For detailed information have a look at our website: <http://www.iaaeu.de/en>

March 25th, 2026 from 19:00: Get Together

Venue:

Zur SIM Brasserie
Simeonstraße 59
54290 Trier

All participants of the Get Together will receive their bus tickets for Thursday and Friday on this occasion.



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March 26th – 27th, 2026

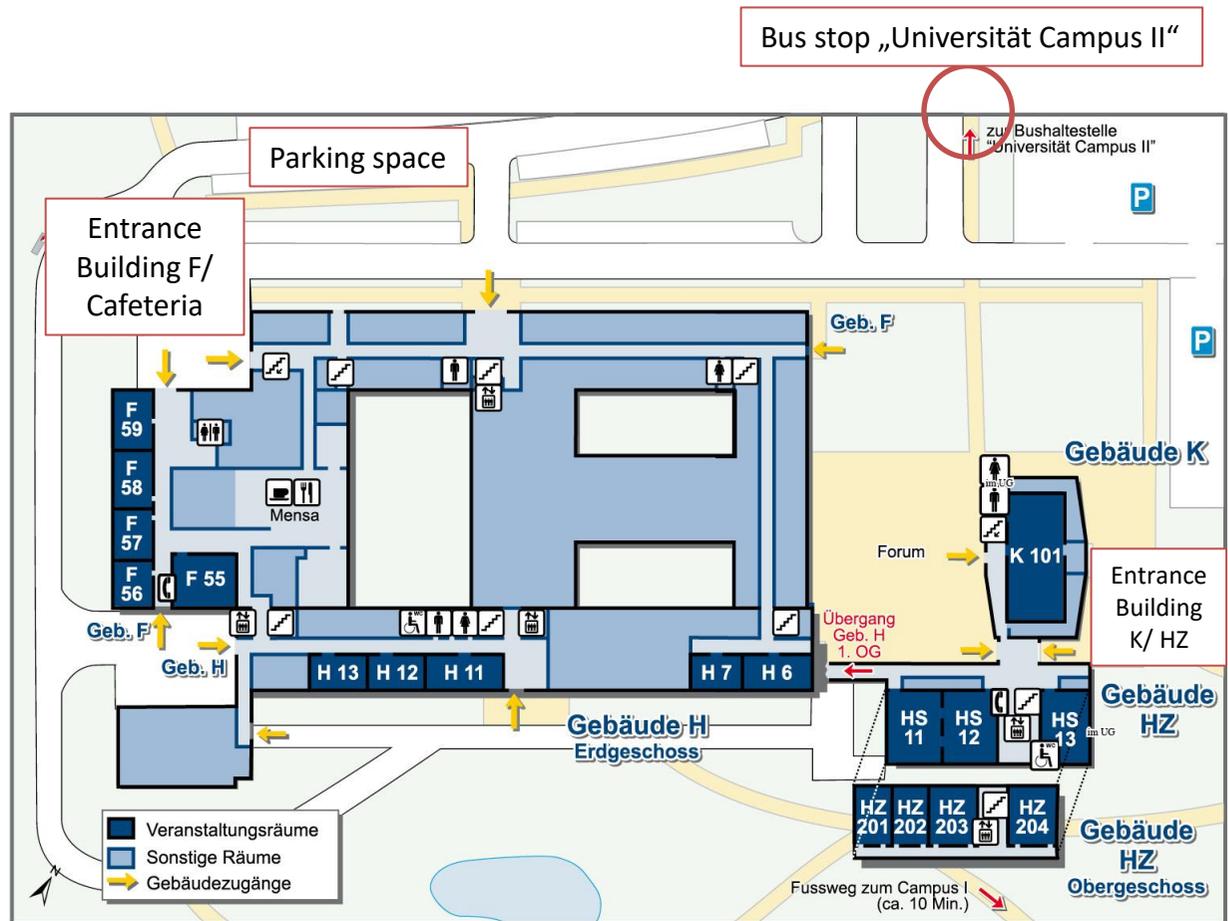
WLE 2026

Venue:

Trier University, Campus II (Building H)
Behringstraße 21
54296 Trier

Meeting rooms:

HZ 201: Coffee Breaks, Registration
HZ 202: Parallel Sessions
HZ 203: Keynote, Special Session,
Parallel Sessions



March 26th, 2026

17:45 Social Programme

Social Event: 5.45 pm

Guided Wine Cellar Tour with Wine Tasting

Starting Point:

Bischöfliche Weingüter Trier

Gervasiusstraße 1

54290 Trier

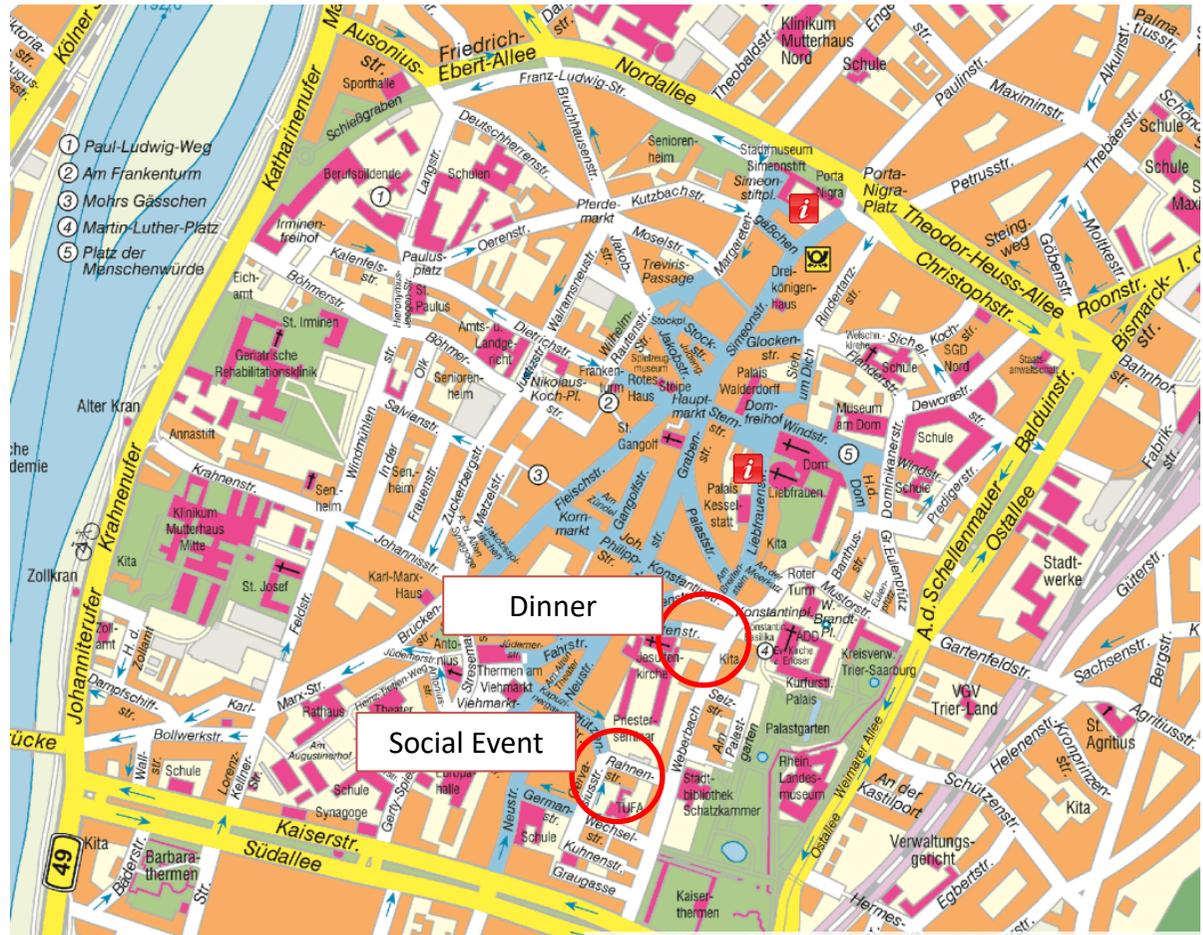
Conference Dinner: 7:30 pm

Weinwirtschaft Friedrich-Wilhelm

Weberbach 75

54290 Trier

(opposite the Basilica)



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Schedule – Workshop on Labour Economics 2026

Thursday, March 26th, 2026

08:30 – 09:00	Registration (HZ201)
09:00 – 09:15	Welcome (HZ203)
09:15 – 10:25	Parallel Session I
10:25 – 11:00	Coffee Break (HZ201)
11:00 – 12:10	Parallel Session II
12:10 – 13:15	Lunch
13:15 – 15:00	Session III: Special Session on Counterfactual Impact Evaluation jointly organised with the Competence Centre on Microeconomic Evaluation (CC-ME) of the Joint Research Centre of the European Commission
15:00 – 15:15	Group Picture
15:15 – 15:45	Coffee Break (HZ201)
15:45 – 16:45	Keynote (HZ203)
17:15	Bus Transfer and Social Programme
17:45	Guided Wine Cellar Tour with Wine Tasting, Bischöfliche Weingüter Trier
19:30	Conference Dinner, Weinwirtschaft Friedrich-Wilhelm

Schedule – Workshop on Labour Economics 2026

Friday, March 27th, 2026

09:00 – 10:45	Parallel Session IV
10:45 – 11:15	Coffee Break (HZ201)
11:15 – 12:25	Parallel Session V
12:25 – 12:35	Farewell (HZ203)
12:35	Light Lunch (HZ201)

Programme – Thursday, March 26th

08:30 – 09:00 Registration, HZ201

09:00 – 09:15 Welcome and Opening, HZ203

09:15 – 10:25 PARALLEL SESSION I

Session I (a), HZ202: Jobs (Chair: Felix Wellschmied)

Asimamaw Belete: The Geography of Job Search, Social Networks and Match Quality

Discussant: Felix Wellschmied

Felix Wellschmied: Cyclicalities of Job Flows: New Data and New Evidence for Spain

Session I (b), HZ203: Well-Being (Chair: Monika Oczkowska)

Mehrzad Baktash: Home Alone: Work from Home and Loneliness

Monika Oczkowska: Dissatisfied and Gone? Gendered Patterns in Job Satisfaction and Employment Histories

10:25 – 11:00 Coffee Break, HZ201

Programme – Thursday, March 26th

11:00 – 12:10

PARALLEL SESSION II

Session II (a), HZ202: Human Capital (Chair: Daniela Sonedda)

Eva Knörzer: Learning from Others' Parents: Peer Effects in Education Transitions

Discussant: Daniela Sonedda

Daniela Sonedda: Uneven Opportunities in Local Labour Markets: Economies of Scale and Access to Training Contracts

Session II (b), HZ203: Migration (Chair: Brenda Adiwijaya)

Philipp Jaschke: Locus of Control, Social Networks and Secondary Migration of Refugees in Germany

Discussant: Monika Oczkowska

Brenda Adiwijaya: Balancing Cultural Heritage and Integration: Childcare Decisions Among Second Generation Immigrants in Europe

Discussant: Cesare Riillo

12:10 – 13:15

Lunch

Programme – Thursday, March 26th

13:15 – 15:00

SESSION III

Special Session on Counterfactual Impact Evaluation, HZ203 (Chair: Fabio Berton)

Andrea Pop-Catalisan: Empty Nest Syndrome: Parents' Labor Supply and Well-Being

Discussant: Lennart Ziegler

Lennart Ziegler: Too Old for this Job? Evidence from Age Requirements in Job Postings

Markus Wolf: Long-Run and Heterogeneous Effects of Caseworker Meetings

15:00 – 15:15

Group Picture

15:15 – 15:45

Coffee Break, HZ201

15:45 – 16:45

Keynote Address, HZ203

Michel Serafinelli: Coal Phaseout and Jobs

17:15

Bus Transfer and Social Programme

Programme – Friday, March 27th

09:00 – 10:45

PARALLEL SESSION IV

Session IV (a), HZ202: Firms (Chair: Ludivine Martin)

Jingqi Liu: Delayed Retirement and Firm Value: Evidence from Listed Chinese Companies

Discussant: Ben Etheridge

Ben Etheridge: Firm Pay Premiums and Mental Health

Ludivine Martin: How Do High-Performance Work Practices Shape Employers' Perceptions of Productivity and Innovativeness? The Mediating Role of Working-From-Home Friendliness

Session IV (b), HZ203: Education (Chair: Katarina Zigova)

Emma Scandolo: Less is More? The Education and Earnings Effects of Shorter University Degrees

Discussant: Markus Wolf

Jan Weikl: Preference-Driven Contract Design: How Education Alters Risk, Patience, and Effort in Incentive Schemes

Discussant: Katarina Zigova

Katarina Zigova: Skill Match and Skill Needs of Vocationally Educated Workers

10:45 – 11:15

Coffee Break, HZ201

Programme – Friday, March 27th

11:15 – 12:25

PARALLEL SESSION V

Session V (a), HZ202: Gender (Chair: Cesare Riillo)

Saman Darougheh: The Hidden Cost of Family-Friendly Work: Evidence from Denmark

Cesare Riillo: Gender and Immigration as Drivers of Sustainable Entrepreneurship: Insights from Luxembourg, Germany, and Canada

Session V (b), HZ203: Labour Market (Chair: Alexander Patt)

Lieke Voorintholt: The Effects of Monetary Compensation on Paid Volunteers: Evidence from Germany

Alexander Patt: Home Ownership and Structural Changes in the Labour Market

12:25 – 12:35

Farewell, HZ203

12:35

Light Lunch, HZ201

Organisational Information

Instructions for Presenters, Discussants, and Chairs:

The session chair is indicated in brackets next to the title of the session. The chair is responsible for timekeeping.

We scheduled 35 minutes for each paper:

- PhD students (with discussion): Maximum of 25 minutes for your presentation, plus 5 minutes for assigned discussant and 5 minutes for questions.
- All other presenters: Maximum of 25 minutes for your presentation, plus 10 minutes for questions.

The name in brackets (*Discussant: Name*) after some presentations is the assigned discussant.

Please keep in mind to bring your presentation on a USB stick in a common file format such as .ppt or .pdf.

Internet Access:

via the *eduroam* network:

- Please make sure your WLAN function is enabled.
- Select “eduroam” and click “Connect”.
- Log in with your own university account.

with guest account:

- Follow instructions from the organisers.

Organisational Information

Bus tickets

Every participant of the WLE 2026 receives a bus ticket, usable in the city of Trier on Thursday 26th and Friday 27th 2026. Those attending the Get-Together will receive their tickets on the evening of the 25th. Everybody else will receive their tickets at the registration on Thursday 26th.

Bus connections

Thursday 26th, transport to the Social Programme (departure from station Universität Campus II):

<i>Departure</i>	<i>Number</i>	<i>Destination</i>	<i>Arrival</i>	<i>Exit station</i>
17:12	14	Trier, Hochschule Trier	17:30	Trier, Stadtbibliothek
17:27	4	Trier, Porta Nigra	17:41	Trier, Stadtbibliothek

From the exit at “Trier, Stadtbibliothek” it is a two minutes walk to the address Gervasiusstraße 1.

Abstracts

Session I (a), HZ202: Jobs

Asimamaw Belete & Anna Zaharieva: The Geography of Job Search, Social Networks and Match Quality

We study new employment relationships and analyze a link between the job search channel and the moving distance as well as its implications for occupational mismatch. Using data from the German Socio-economic Panel, we show that jobs transmitted by social contacts involve shorter moving distances compared to the formal job search. Building on this evidence we develop a theoretical search and matching model where individuals are uniformly distributed on a unit distance between two cities and seek a job in either city by applying formally or using help of their social contacts. Jobs have heterogeneous match qualities, moreover, accepting a job is associated with a cost of moving to the city. The model predicts that social contacts generate more mismatch than formal search. The reason is that information transmitted through social networks is biased towards the nearest city and individuals are more likely to accept mismatch in the nearest city in order to reduce the cost of moving. This prediction is confirmed by the data.

Luis Puch & Felix Wellschmied: Cyclicalities of Job Flows: New Data and New Evidence for Spain

Employment falls not uniformly across firm types during recessions. We use novel administrative data from Spain, that allows us to link employment flows to the typical state space of modern firm decision problems: firms' size, age, productivity, and leverage. During recessions, employment growth is particularly negative for small, low-productivity, and high-leveraged firms, and these large declines in employment result from higher job destruction and lower job creation rates. This relatively high cyclicalities is driven by more cyclical permanent-job flows and much less by differences in fixed-duration-job flows which carry much lower employment-adjustment costs for firms. We provide evidence that highly cyclical firm types have, irrespective of the stage of the cycle, more dispersed employment growth rate distributions and more dispersed productivity growth distributions which can explain more cyclical flows when fixed employment-adjustment costs are important.

Abstracts

Session I (b), HZ203: Well-Being

Mehrzad Baktash: Home Alone: Work from Home and Loneliness

Does working from home lead to loneliness? If yes, how and for whom? Using a quasi-natural experiment and individual fixed-effects, this study shows that work from home leads to increased worker loneliness. Teleworking not only increases overall loneliness, but it also affects each of the three dimensions of loneliness (feeling isolated, feeling left out, lacking companionship). Working from home increases irregular work hours and decreases satisfaction with leisure time, dwelling, and family life. Consequently, teleworkers feel lonelier. However, the effect is highly heterogeneous. Work from home is particularly detrimental to the loneliness levels of employees who are extroverted, not married, without children, living in smaller households, working in the private sector, or residing in East Germany. Importantly, this detrimental effect is mainly driven by fully working remotely. Implications are discussed.

Monika Oczkowska: Dissatisfied and Gone? Gendered Patterns in Job Satisfaction and Employment Histories

Existing evidence consistently reports higher job satisfaction among women, but typically focuses on satisfaction with the job held at the time of survey. This approach overlooks individuals who are not employed when surveyed — most often women, who are more likely either to enter the labour market later or exit earlier in their careers. This study addresses this limitation by examining job satisfaction over the working life. Using retrospective data from the Survey of Health, Ageing and Retirement in Europe (SHARE), we analyse gender differences in satisfaction with the main job across the careers of individuals who ever worked, covering 26 European countries. We find that, once the full employment history is accounted for, women in fact report lower job satisfaction than men in the job they identify as central to their working lives. This pattern appears to be shaped by regional differences, likely reflecting variation in prevailing gender norms across societies. We further investigate life-course employment histories in order to examine the behavioral consequences of job dissatisfaction over time. Our analysis reveals that dissatisfaction may have different long-run consequences with respect to labor market attachment by gender and institutional context.

Abstracts

Session II (a), HZ202: Human Capital

Eva Knörzer: Learning from Others' Parents: Peer Effects in Education Transitions

This paper examines how peers' parents' education affects entry into post-compulsory upper-secondary education. Using longitudinal administrative data and plausibly exogenous variation in peer-group composition, I estimate within-school, across-cohort contextual effects through a linear-in-means framework. Exposure to peers with generally tertiary educated parents increases entry for disadvantaged adolescents, particularly those unfamiliar with the education system and those with low-educated own parents, while not affecting or reducing entry of adolescents with high-educated parents or the most SES-constrained adolescents. These findings suggest that through information transmission transmitting useful information peers' parents influence adolescents' beliefs about the feasibility of successfully navigating upper-secondary education.

Fabio Berton, Filippo Passerini & Daniela Sonedda: Uneven Opportunities in Local Labour Markets: Economies of Scale and Access to Training Contracts

We examine how agglomeration economies shape the effects of training-based labour market policies. Exploiting the 2012 Italian Fornero Reform and a sharp age-eligibility cutoff for training contracts, we implement a difference-in-discontinuity design using administrative job-flow data from Piedmont. This approach isolates the causal impact of the reform by comparing workers just below and just above the eligibility threshold before and after the policy change. We find pronounced spatial heterogeneity: the effects are concentrated in thick local labour markets characterised by high firm density and strong occupational pooling. These results provide causal evidence that matching efficiencies, worker complementarities, and coordination advantages in dense labour markets amplify the effectiveness of training policies, highlighting a key interaction between labour market institutions and urban agglomeration forces.

Abstracts

Session II (b), HZ203: Migration

Philipp Jaschke: Locus of Control, Social Networks and Secondary Migration of Refugees in Germany

Economically, mobility decisions entail a trade-off between expected returns versus expected costs. Given high uncertainty associated with migration, expected net-benefits may differ across individuals. In this context, Locus of Control (LoC) constitutes a potentially overlooked source of heterogeneity. LoC is a key personality trait denoting the degree to which a person believes that events in life are determined by own actions (internal LoC) or external circumstances (external LoC). Empirically, I exploit the plausibly exogenous initial assignment of refugees over German districts by authorities to show that refugees with internal LoC more often out-select from districts with large pre-existing refugee networks than externals. Further evidence suggests internal LoC refugees' higher subjective beliefs about returns from job search via native contacts as driving mechanism. Taken together, these results contribute to the extensive and long-standing literature on the effects of social networks on immigrants' and refugees' labor market integration.

Brenda Adiwijaya, Matija Kovacic, Cristina Elisa Orso & Daniela Sonedda: Balancing Cultural Heritage and Integration: Childcare Decisions Among Second Generation Immigrants in Europe

Early childhood care and education (ECEC) is key to increasing female labour-market participation and supports children's social and cognitive development—especially for those from disadvantaged or migrant backgrounds. Yet, ECEC coverage still varies widely across EU member states. Beyond structural barriers such as limited availability and affordability, cultural norms influence child-rearing practices, with differences between natives and migrants. However, the role of culture—particularly among second-generation (2G) immigrants—remains under-explored. This study addresses that gap by using kinship intensity to examine childcare decisions among 2G immigrants in EU-SILC 2019, aiming to isolate the influence of parental cultural norms from the shared institutional and economic context.

Abstracts

Session III, HZ203: Special Session on Counterfactual Impact Evaluation

Andrea Pop-Catalisan: Empty Nest Syndrome: Parents' Labor Supply and Well-Being

When children leave the parental home, parents may gain additional time to allocate to either leisure or employment. This paper examines how the transition to an empty nest—defined as the point when all children have moved out of the parental household—affects parents' labour supply and well-being. Focusing on mothers and fathers separately, I employ an event-study approach using data from the Survey of Health, Ageing, and Retirement in Europe (SHARE). The results show that mothers who are already working tend to increase their weekly hours following the empty-nest transition, while there is little change in fathers' labour supply. However, there is no evidence of mothers re-entering the labour market, nor are there significant effects on depressive outcomes for either parent.

Lennart Ziegler: Too Old for this Job? Evidence from Age Requirements in Job Postings

Using matched vacancy-worker data from Austria, I examine how age limits in job postings affect hiring outcomes. Before such requirements were outlawed in 2004, more than 30 percent of vacancies specified an upper age limit, usually between age 35 and 55. Age limits were more restrictive in occupations with faster skill change, suggesting that employers refrain from seeking older workers due to skill obsolescence. To assess the impact of removing age limits from job postings, I predict age requirements at the occupation-firm level and compare jobs with stronger versus weaker restrictions before and after the ban. Due to the removal of explicit age limits, jobs with stronger predicted maximum age requirements attracted older applicants and hired older workers, while vacancy filling duration, wages and job duration remained unaffected. I further show a shift in job ad wording from explicit age references toward more implicit age-related cues. These results suggest that employers hold overly pessimistic beliefs about older workers. Once explicit age limits disappear, a broader applicant pool emerges, prompting employers to revise their age-related beliefs.

Stefan Tübbicke, Markus Wolf & Joachim Wolff: Long-Run and Heterogeneous Effects of Caseworker Meetings

We study long-run effects of realizing the first meeting unemployed jobseekers have scheduled with their caseworker. Our analysis uses administrative data on first-time entrants to the German welfare system and traces their employment trajectories over five years. The data come from a large subset of offices that provide information on the date of the first scheduled meeting and whether it was realized or not. To identify the meeting effect, we instrument meeting realization with weather conditions on the day of the scheduled meeting. The instrumental variable estimates show that meeting realization persistently increases jobseekers' days in employment and their earnings over five years after welfare entry. Further analyses show that meeting realization leads to one more caseworker meeting and a higher probability to receive a vacancy referral within the first year after welfare entry. It further raises jobseekers' probability to find stable jobs. Heterogeneity analyses show that long-run effects are more pronounced in offices with low caseload and a low share of caseworkers with fixed-term contracts and are driven by jobseekers with comparatively good initial employment prospects.

Abstracts

Session IV (a), HZ202: Firms

Haoyong Zhou, Morten Bennedsen, Jingqi Liu & Chen Wang: Delayed Retirement and Firm Value: Evidence from Listed Chinese Companies

Raising the statutory retirement age has become a policy adopted worldwide in response to an aging population, yet the consequences for firms and the associated social costs remain understudied. This paper examines how China's 2024 delayed-retirement announcement affected listed firms' values. Using an event-study approach, we find a significant stock price decline, suggesting that investors view delayed retirement as an increase in labor costs and a decrease in expected profits. Losses of value are larger for firms with higher managerial and ordinary wages and for those with younger management teams. Heterogeneity analyses show that the negative effect of managerial wages on stock prices is more pronounced in non-family and smaller firms, while the negative impact of ordinary wages is stronger in non-family and non-high-tech firms. By contrast, older management teams partially offset the value loss, particularly in family firms and larger, non-high-tech firms.

Ben Etheridge & Hiromi Yumoto: Firm Pay Premiums and Mental Health

Unravelling the link between income and mental health remains a central question. We investigate how firm-specific wage premiums affect worker mental health using Dutch administrative data linking employer-employee records to prescription drug use over 2006–2022. We find that higher firm pay premiums, estimated from AKM firm components, are associated with lower use of both anti-anxiety and anti-depressant medications. This relationship is attenuated in high-stress industries, consistent with compensating differentials for workplace disamenities. To support a causal interpretation we employ an event study analysis around job moves. This shows that, for the bulk of workers, mental health changes follow job transitions. However, the minority of workers experiencing large wage declines show elevated medication use before moving, suggesting two-way causality where stressed workers select into lower-paying, less demanding jobs.

Laetitia Hauret & Ludivine Martin: How Do High-Performance Work Practices Shape Employers' Perceptions of Productivity and Innovativeness? The Mediating Role of Working-From-Home Friendliness

This paper investigates how employers perceive their employees' productivity and innovativeness in the context of working from home, focusing on the role of high-performance work practices in five EU countries. Furthermore, the analysis examined the mediating role of working-from-home friendliness. A quantitative research approach is employed, and the sample population included employers within five EU countries: Finland, Germany, Luxembourg, Portugal, and Slovakia. Our results, which are based on structural equation modeling (SEM), show that companies, which implement a wide range of management practices, are, compared to others, more likely to favour working-from-home, and are more likely to perceive remote workers as being more productive and innovative than office-based employees. The data were collected in 2025 on over 6 000 employers.

Abstracts

Session IV (b), HZ203: Education

Emma Scandolo: Less is More? The Education and Earnings Effects of Shorter University Degrees

This paper examines how students respond when university degrees become shorter, exploiting Portugal's Bologna Process implementation as a natural experiment. Using a regression discontinuity design that compares cohorts just before and after the reform, I document a 6% increase in university attainment and a 0.3 increase in years of schooling on net. Individuals reallocate across fields, from healthcare programs (30% decline) toward STEM (22% increase) and economics (10% increase), with stronger effects for females. Post-reform cohorts forgo earnings at younger ages due to extended time in education, but overtake pre-reform cohorts by their early thirties as human capital gains more than offset the initial losses. This is driven by an increase in hourly wages, which I estimate to be 3.8%. Using an AKM decomposition, I find that 8% of the wage effects operate through the workplace channel. During their first three years of employment, post-reform females experience steeper wage growth and are more likely to transition to higher-paying firms. Overall, gains from expanding university access and reallocating students toward higher-paying fields outweigh losses from degree compression, validating the less is more hypothesis.

Jan Weigl: Preference-Driven Contract Design: How Education Alters Risk, Patience, and Effort in Incentive Schemes

Performance-contingent pay raises productivity, yet in the German Socio-Economic Panel (SOEP) only about 16% of workers report receiving performance pay, with the incidence being roughly seven percentage points higher among university graduates than among non-graduates. This coexistence of low aggregate take-up and a strong skill gradient is puzzling. This paper accounts for these twin facts with a principal-agent model in which the entire preference vector—risk aversion, probability weighting, time discounting, and effort cost—varies systematically with schooling. Endogenizing preferences yields two predictions: (i) optimal incentive slopes and induced effort increase with education-linked preferences; (ii) the productivity threshold for accepting performance pay falls with schooling, while heterogeneity in tastes keeps worker participation incomplete. A light calibration guided by documented schooling gradients reproduces modest overall incidence alongside a pronounced skill gradient. The key novelty is to treat the preference vector as an endogenous state variable that enters both sides of the principal-agent problem, shaping the optimisation problems of both the firm and the worker rather than being taken as a fixed primitive.

Abstracts

Session IV (b), HZ203: Education

Giovanni Russo, Giulia Santangelo & Katarina Zigova: Skill Match and Skill Needs of Vocationally Educated Workers

Vocational education shall equip students with a mix of general, occupational, and firm-specific skills—skills that are directly relevant for labour markets. Focusing on underskilling and skill development needs, we investigate whether workers with vocational background are employed in jobs that match their skills. We do it by estimating the effect of vocational education on self-reported job-skill measures, employing both European Skill and Jobs Surveys. We construct multiple measures of underskilling and skill development needs using responses to overall and domain-specific job-skill match self-reports. In most cases we find that vocationally educated workers, compared to workers with general education, perceive on average, significant lower degree of underskilling and simultaneously wish to develop their skills further. Exploring mechanism behind these baseline finding, we find that the heterogeneity in vocational education systems do not systematically drive the effect. But stable workplaces and current skill underutilization are likely candidates to explain lower under-skilling and larger need for skill development of vocational workers.

Abstracts

Session V (a), HZ202: Gender

Alex Bell, Saman Darougheh, Alexander Dietrich & Jonna Olsson: The Hidden Cost of Family-Friendly Work: Evidence from Denmark

To what extent do costly workplace amenities contribute to gender earnings inequality? We answer this question in Danish administrative register data linked to an unusually rich and granular set of job-level amenity measures. We document clear evidence of hidden tradeoffs in the Danish labor market: Workers give up substantial pay to obtain jobs that are more meaningful, less physically demanding, and offer more favorable work schedules, such as avoiding night work, overtime, or on-call shifts. Relating these amenity tradeoffs to the gender pay gap, we show that the labor market sharply penalizes jobs that offer family-compatible schedules, effectively limiting women's access to higher-paying roles. Overall, we find that such hidden amenity trade-offs can, on average, lower women's wages between 7-15%. A substantial share of these effects arises within occupations, not just between them, particularly for scheduling amenities. Our results underscore the importance of labor market reforms to reduce the costliness of family-friendly workplace amenities to achieve gender equity.

Cesare Riillo: Gender and Immigration as Drivers of Sustainable Entrepreneurship: Insights from Luxembourg, Germany, and Canada

This paper explores the individual-level factors influencing the decision to become a sustainable entrepreneur, focusing specifically on the roles of gender and immigration status in the choice between sustainable and non-sustainable entrepreneurship. While existing literature suggests that women are more inclined toward socially and environmentally conscious business ventures, it also highlights their lower overall participation rates in entrepreneurship. Immigrants, on the other hand, are often more likely to start businesses. However, studies examining the intersection of gender and immigration in the context of establishing sustainable businesses remain underexplored, particularly across different countries. To fill these research gaps, this study analyzes data from the Global Entrepreneurship Monitor survey conducted in Luxembourg, Spain, and Canada—countries with substantial immigrant populations that provide a relevant context for investigation. The dataset includes comprehensive individual-level information such as gender, immigration status, age, and personal perceptions, allowing for the identification of sustainable entrepreneurs as those who aim to reduce their businesses' environmental footprint or enhance their social impact. Given the survey's design, the study employs a Probit model with sample selection to differentiate between the decision to engage in entrepreneurship and the subsequent choice of pursuing a sustainable versus non-sustainable business. The findings suggest that, on average, immigrants and men are more likely to engage in entrepreneurship than native-born individuals. After accounting for perceptual factors such as perceived skills, women are not less likely to participate in entrepreneurship than men. Among those who do start businesses, there is no significant gender difference in the type of entrepreneurship pursued. The analysis indicates that immigrants, both women and men, are more likely to engage in sustainable entrepreneurship in Luxembourg, but not in the other countries studied. These findings highlight that women and immigrants demonstrate similar orientations toward sustainability in their entrepreneurial endeavors. The results underscore the importance of fostering an inclusive ecosystem that supports sustainable entrepreneurship across diverse demographic groups.

Abstracts

Session V (b), HZ203: Labour Market

Annalisa Tassi & Lieke Voorintholt: The Effects of Monetary Compensation on Paid Volunteers: Evidence from Germany

In recent decades, volunteering has expanded from completely unpaid work to the possibility of receiving small (tax-free) monetary compensations for the activities performed, with the goal of stimulating these activities. Using data from German income tax returns, this paper investigates the effects of changes in monetary compensation on the duration of voluntary work, donations, and market labor income of paid volunteers. Our empirical analysis leverages a German policy change from 2013 that increased the tax-free threshold for volunteer compensations. Following a difference-in-differences approach in combination with a duration model, we do not find evidence that affected volunteers working as instructors or educators change the number of years they spend in a certain volunteer position. Our results also show that the compensation increase has no spillover effects on labor earnings or donations. Combining our null findings and insights from our theoretical model, we suggest exploring non-incentive-based measures rather than higher compensations to stimulate paid volunteering.

Bernd Fitzenberger & Alexander Patt: Home Ownership and Structural Changes in the Labour Market

Despite increased mortgage affordability and declining borrowing costs, home ownership rates among early-career individuals in Germany have fallen since the early 2000s. We hypothesize that this trend is driven by a major shift in the composition of employment, namely, the rise of the service sector and the growing concentration of jobs in urban areas, which has led to greater job-related mobility and higher opportunity costs of home ownership. We document these developments and develop a structural model to estimate counterfactual scenarios, allowing us to assess how the housing market might have evolved under alternative conditions.

Participants

Last Name	First Name	Affiliation
Adiwijaya	Brenda	University of Insubria
Aminjonov	Ulugbek	IAAEU
Baktash	Mehrzaad	University Trier
Belete	Asimamaw	Bielefeld University
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Berton	Fabio	European Commission, Joint Research Centre
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Hartmann	Sven	IAAEU
Huang	Yue	IAAEU
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Patt	Alexander	Institute for Employment Research (IAB)

Participants

Last Name	First Name	Affiliation
Pop-Catalisan	Andrea	Paris School of Economics
Riillo	Cesare	STATEC Research
Scandolo	Emma	UCL
Serafinelli	Michel	King's College London
Sonedda	Daniela	University of Insubria
Voorintholt	Lieke	IAAEU
Weikl	Jan	Friedrich-Erlangen-Universität Erlangen-Nürnberg
Wellschmied	Felix	Universidad Carlos III de Madrid
Wolf	Markus	Institute for Employment Research (IAB)
Wüst	Julian Thomas	Johannes Gutenberg-Universität Mainz
Yuanhua	Kareen	University of Luxembourg
Ziegler	Lennart	Central European University
Zigova	Katarina	University of Zurich

Notes

Notes

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